

Board Study Session (Tuesday, August 26, 2014)

Generated by Shelley R Shelton on Thursday, August 28, 2014

Members present

Michelle Kaufusi, Julie Rash, McKay Jensen, Marsha Judkins, Taz Murray, Jim Pettersson, Shannon Poulsen

Staff present

Supt. Keith Rittel, Assistant Supt. Ray Morgan, Business Administrator Stefanie Bryant, Executive Director of Human Resources Gary Wall, Executive Director of Student Services Gary Wilson, Executive Director of Elementary Education Alex Judd, Executive Assistant Shelley Shelton

Guests

Technology Director Chad Duncan, Webmaster Rob Francom, Communications and PR Coordinator Caleb Price

Meeting called to order at 7:35 AM

A. 7:30 a.m. Study Session

1. Welcome: Pres. Michelle Kaufusi

2. Roll Call

3. Great By Choice Discussion Chpts. 2 & 3 (60 minutes)

Great By Choice

Chapters 1 – 3 Discussion Guide

Board member opening comments:

- "It's a great tool for examining personal and organizational strengths."
- "I appreciate the concept of the 20-mile march."
- "It's a great application for education."
- "There was something hinted at but specifically not clarified: to reach ambitions, three aspects need to be communicated. Ideas are not workable ideas if they're not communicated."

Chapter One Thriving in Uncertainty

Introduces the "10X" concept and identifies some companies as 10X.

Discussion Questions

- What indicators exist that Provo City School District is a 10X organization?
- What indicators exist that Provo City School District is not a 10X organization?
- How do we measure productivity in education, especially inter or intra district?

Board comments:

- 10xers tend to change less. They don't count on luck - they make their luck. They don't worry about predicting the future, but focus on controlling what they can control.
- We control what happens between 7 a.m. and 3 p.m. every school day.
- 10x corporations do better with what they have, they don't focus on what they wish they had.
- We need to be consistent every year; staying the course, particularly with finances.
- What's our 20-mile march?
- HR will continue to nurture a supportive culture, provide incentives, attract high-quality employees. We need to hold people to high accountability standards and continue progress monitoring...the "never-ending cycle of instruction." (pg. 57.)

Member Poulsen arrived at 7:48 a.m.

Board comments, cont'd.

- We should be prepared for the things we want to do; we should be willing to draft the disaster memo. How do we account for what's going to go wrong?
- We set a goal, march forward, evaluate the goal, set a new marker and march forward.
- We can't deplete our teachers' energy; don't push too hard. Give them reasons to celebrate.
- Assisting teachers in becoming better teachers is an indication of a system of support.
- Leaders have to think about how they're leading their group. They have to be able to provide comfort and security to our staff.
- Providing a leadership strategy allows those below to buy-in rather than feeling they're being compelled.
- If you're always planning for the exception, the rule might suffer.
- Keith is the head of the excursion, but there are many other components of the group: legislature, etc., that dictate what we can do. Many of our resources have to go to things we don't necessarily want them to go to because of outside pressures.

What is our south pole?

- We're going to get to a stage with the innovation learning initiative where some may say, "I'm not going to do that." Are we going to press on to the south pole or not?
- We'll need to look at the data at the end of the first year to determine the effectiveness of the initiative and get resistant teachers on board.
- How do teachers define success? It has to be a mixture of data points. Understanding what works and what doesn't work in our district has to be considered; be systematic and base strategies on empirical data.

Asst. Supt. Ray Morgan arrived 8:07 a.m.

- If applied to the teaching situation, the acquisition of new knowledge helps complete the march. What does a 10x teacher, superintendent, board member look like? They're looking forward, gathering information, very curious about new things.
- How are we going to accomplish our 20-mile march? We know what the objective is, what the markers are. We're going to pick away at the journey. Know what our markers are: LMS, learning targets, communicate with parents.
- The highest correlate for student achievement being raised is formative assessments. We can't do formative assessments without learning targets and helping all teachers become highly qualified, which are two of our markers.
- "Every child, every day" has to be our motto. If it's not occurring, look at why. Don't know what's happening? Don't know the data? - We live in an environment where we don't know the culture very well, don't know the students very well and how to teach them.
- We have to come up with a way to celebrate the good things that are going on within the district. Strategic Imperative #2 states we will celebrate excellence in all areas of our organization. Recognize PLC teams.
- Our suggested south pole: every student should know their learning targets every day.
- Keith: Every student owns their learning.

Chapter Two 10Xers

Introduces and contrasts different ways people (and organizations) prepare for their journeys ahead. A compelling story is shared about two explorers, Roald Amundsen and Robert Falcon Scott.

- What are the characteristics of 10X organizations and other organizations that were not 10X?
- What are some current or recent examples of how Provo City School District is like Amundsen?
- What are some current or recent examples of how Provo City School District is like Scott?
- Discuss relevant issues with Fanatic Discipline, Empirical Creativity, Productive Paranoia, and Level 5 Leadership.
- Consider the points at the bottom of p. 18.

Chapter Three 20 Mile March

Introduces the concept of matched companies but with different philosophies as they relate to operations, goal-setting (and attainment), and responding to challenges that arise.

- Is there a matched district out there? If not, what are the salient points from this chapter, regardless of having a comparison district?
- What is our district's version of a 20 Mile March? How are we doing? What should we change?
- Consider the following points found on pp. 48-49. "A good 20 Mile March..."
 - Uses performance markers that delineate a lower bound of acceptable achievement.
 - Has self-imposed constraints.
 - Is tailored to the enterprise and its environment.
 - Lies largely within your control to achieve.
 - Has a Goldilocks time frame, not too short and not too long but just right.
 - Is designed and self-imposed by the enterprise, not imposed from the outside or blindly copied from others.
 - Must be achieved with consistency.
- Consider p. 55 "Why 20 mile marchers win." What can we do to "win" as a result of our 20 Mile March?

Chapter 4 will be discussed during the Sept. 26 retreat.

4. District Website Improvements (15 minutes)

Discussion centered on suggestions for improving the district website. Talking points included the following:

- Make the board's page easier to find with a separate tab.
 - Technology Director Chad Duncan indicated everyone wants information on the website; it's very difficult to fit everything on with separate tabs. Webmaster Rob Francom will explore options.
- Middle and high schools are using WordPress for their web sites. Jim Parkin is working with secondary schools to make their web sites more consistent. Supt. Rittel suggested an additional person could provide assistance to Jim.
- Google calendars need to be more consistent.
- Adjustments are being made to the website based on community input.
- Websites are an identified initiative for 2014-2015.

5. THS Football/ UHSAA Discussion (15 minutes)

Supt. Rittel spoke with an attorney about possible legal ramifications if the UHSAA rules in favor of the reclassification. There aren't many options at this point. Supt. Rittel, President Kaufusi, Member Jensen and Timpview Principal Todd McKee will meet with the UHSAA Board of Trustees tomorrow night. A THS patron has retained an attorney; messages/talking points are being coordinated. The UHSAA vote will be Thursday morning. President Michelle Kaufusi, a member of the Board of Trustees, will propose a one-year trial if the decision is in favor of the reclassification.

6. Audit Committee Meeting Date

Business Administrator Stefanie Bryant stated the Audit Committee needs to meet. Jack May, an IHC representative, Members Jim Pettersson and Shannon Poulsen are on the committee. Ms. Bryant will coordinate with committee members.

B. Adjourn

1. Motion to Adjourn

I move we adjourn the study session.

Motion by Jim Pettersson, second by Marsha Judkins.

Final Resolution: Motion Carries

Aye: Michelle Kaufusi, Julie Rash, McKay Jensen, Marsha Judkins, Taz Murray, Jim Pettersson, Shannon

Poulsen

The study session was adjourned at 8:58 a.m.